

ABSTRACT

TOTA MARIA NABABAN. NIM. 8196114005. *Development of a Team building in Organized Training Action (TOTA) Based Training Management Model to improve the Professional Competence of State Junior High School Teachers in Simalungun Regency. Dissertation. Medan: Postgraduate Education Management Study Program, Universitas Negeri Medan.*

Training for teachers is one effort to improve competence, so it must be carried out continuously, planned, regularly, and managed appropriately and correctly. Thus, this research was conducted to: (1) determine the characteristics of the training management model needed by state junior high school teachers in Simalungun Regency; (2) determine the feasibility of the TOTA-based training management model; and (3) determine the effectiveness of the TOTA-based training management model implemented at the Simalungun Regency State Junior High School. This type of research is R & D with an ADDIE approach. 100 teachers from Simalungun Regency's public junior high schools participated as subjects. Data collection techniques through observation, interviews, documentation, questionnaires, and tests. Research instruments and model designs were first validated by experts and tested on teachers to determine their feasibility. The trial was conducted 2 (two) times (limited to 30 respondents; the wide trial had 70 respondents). (1) The TOTA-based training management model's characteristics are: quick to use; team building; organized; up to date; and adaptable; (2) the TOTA-based training model is very feasible to use (92%). The feasibility test by users was 87.1% in the very feasible category, in the aspects of: analysis of training needs, participants, materials, methods, and evaluation of training; (3) the effectiveness of the TOTA-based training management model is very effective. These results were obtained from: a) Paired T Test with a Sig value. (2 tailed) is $0.000 < 0.05$, so there is an average difference between the results of the pre-test and post-test. The t arithmetic value of each trial $> t$ table ($14.458 > 2.045$) and ($26.432 > 1.994$), so that H_0 is rejected and H_a is accepted, meaning that the use of the TOTA-based training management model has an effect on improving the professional competence of state junior high school teachers in Simalungun Regency ; b) the results of the N-Gain score test (g) of the two trials are 76.98 in the very effective category; and c) the user training management effectiveness test is 94.49 in the very effective category. So it can be concluded that the use of the TOTA-based training management model has proven to be very effective in improving the professional competence of state junior high school teachers in Simalungun Regency.

Keywords: *team building, management, training*

ABSTRAK

TOTA MARIA NABABAN. NIM. 8196114003. Pengembangan Model Manajemen Pelatihan Berbasis *Team building in Organized Training Action* (TOTA) dalam meningkatkan Kompetensi Profesional Guru SMP di Kabupaten Simalungun. **Disertasi.** Medan: Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan, 2022

Pelatihan bagi guru merupakan salah satu usaha dalam meningkatkan kompetensi, sehingga harus dilakukan secara terus menerus, terencana, teratur dan dikelola dengan tepat dan benar. Maka, penelitian ini dilakukan untuk: (1) mengetahui karakteristik model manajemen pelatihan yang dibutuhkan guru SMP Negeri di Kabupaten Simalungun; (2) mengetahui kelayakan model manajemen pelatihan berbasis TOTA; dan (3) mengetahui tingkat efektivitas model manajemen pelatihan berbasis TOTA yang diimplementasikan di SMP Negeri Kabupaten Simalungun. Jenis penelitian ini adalah R & D dengan pendekatan ADDIE. Melibatkan 100 orang guru sebagai subjek yang berasal dari SMP Negeri di Kabupaten Simalungun. Teknik pengumpulan data melalui observasi, wawancara, dokumentasi, angket, dan tes. Instrumen penelitian dan desain model terlebih dahulu divalidasi oleh pakar dan diuji coba pada guru untuk memperoleh kelayakan penggunaan. Uji coba dilakukan 2 (dua) kali (terbatas 30 responden; uji coba luas 70 responden). Berdasarkan hasil penelitian ditemukan: (1) Karakteristik model manajemen pelatihan berbasis TOTA adalah: *Quick to use, Team Building, Organized, Up to date, dan Adaptable*; (2) Kelayakan model pelatihan berbasis TOTA sangat layak digunakan (92%). Uji kelayakan oleh pengguna sebesar 87,1% pada kategori sangat layak, pada aspek: analisis kebutuhan pelatihan, peserta, materi, metode, dan evaluasi pelatihan; (3) Tingkat efektivitas model manajemen pelatihan berbasis TOTA adalah sangat efektif. Hasil ini diperoleh dari: a) uji *Paired T Test* dengan nilai *Sig. (2 tailed)* $0.000 < 0,05$ sehingga ada perbedaan rata-rata antara hasil *pre-test* dan *post-test*. Nilai *t* hitung masing-masing uji coba $> t$ tabel ($14,458 > 2,045$), dan ($26,432 > 1,994$), sehingga sehingga H_0 ditolak dan H_a diterima, artinya penggunaan model manajemen pelatihan berbasis TOTA berpengaruh dalam meningkatkan kompetensi profesional guru SMP Negeri di Kabupaten Simalungun; b) hasil uji *N-Gain score (g)* kedua uji coba adalah sebesar 76,98 pada kategori sangat efektif; dan c) uji efektivitas manajemen pelatihan oleh pengguna adalah sebesar 94,49 kategori sangat efektif. Sehingga dapat disimpulkan penggunaan model manajemen pelatihan berbasis TOTA terbukti sangat efektif meningkatkan kompetensi profesional guru SMP Negeri di Kabupaten Simalungun.

Kata Kunci: *team building*, manajemen, pelatihan